



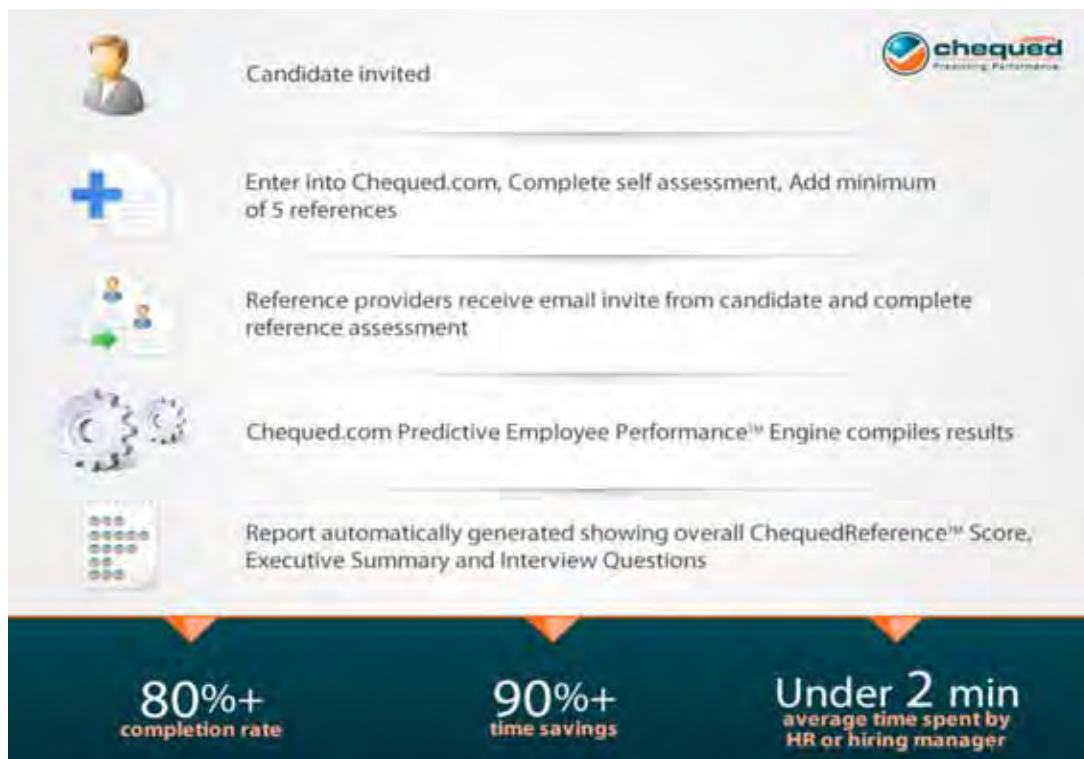
**Assess Advantage**  
HIRE TOUGH • MANAGE EASY

**ChequedReference™**

We use pre-employment testing to help companies choose better hires who will make a positive and measurable impact on business results.

Each of our two testing modules - ChequedFit™ and ChequedReference™ - filter candidates based on critical behaviors required for success, customized to the business goals of your company. They deliver rapid, accurate predictions of a new hire's performance, and can be used independently or together.

## About ChequedReference™



*ChequedReference™ automates and simplifies the reference checking process – for candidates, references and hiring managers. You get a completion rate of over 80%, and hiring managers need less than 2 minutes to complete each reference.*

**AN ONLINE REFERENCE CHECKING SYSTEM**, it uses predictive assessment science to tell you: have they done the job successfully in the past? and will they be able to do so at your company?

The tool commercializes cutting edge research from the Psychology Dept. of the State University of New York at Albany which catalogs behaviors, skills and personality traits most correlated with high performance.



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# ChequedReference™ Features & Benefits

**ONLINE, CONFIDENTIAL QUESTIONNAIRE** – Eases legal concerns

**DATA AGGREGATED FROM A MINIMUM OF FIVE RESPONSES** – Improves accuracy and keeps references anonymous

**BEHAVIORAL-BASED QUESTIONS** – Gain more valuable candidate insight from reference providers

**COMPETENCY-BASED ASSESSMENTS** – Differentiates high performers from average performers

**APPLIED AT THE BEGINNING OF THE HIRING PROCESS** – Filters low potential candidates at an earlier stage

**OBJECTIVELY-WORDED QUESTIONNAIRES** – Reduces score inflation since desirable way of responding is not apparent.

**AUTOMATED PROCESS** – More efficient, less drag on HR resources

**STRUCTURED REFERENCE CHECKS** based on critical competencies – More successful job fit

**JOB PROFILES CUSTOMIZED TO COMPANY AND POSITIONS** – Get deeper, more accurate job fit information, leading to increased performance, morale and engagement

**NO PER-ASSESSMENT CHARGE** – Affordable way to eliminate low potential candidates early in the screening process

**SINGLE, WEB-BASED PLATFORM** - Easy to use, easy to integrate with other tools

**CAN BE USED WITH OUR BEHAVIORAL ASSESSMENT TOOL, ChequedFit™.** Combining reference assessment and behavioral assessment generates even more predictive data about candidate performance.

## ChequedReference™ Competencies Assessed

**Disposition:** What will this person be like to work with?

**Productivity:** What will her performance be?

**Work Environment:** Will she fit the company/department/location/culture?

**Growth Potential:** Will she develop within the organization?

**Retention:** How likely is she to stay with the company?

## ChequedReference™ Metrics

**Average Completion Time:** 3-5 minutes per reference provider

**Average Completion Rate:** Roughly 80% of invited references complete the questionnaire. This does vary by position.

## ChequedReference™ Report Items

Overall score relative to the candidate's job fit (based on a comparison to the job profile created)

Individual competency with scores

Executive summary explaining, in business terms, how the candidates results will affect their job performance

Structured and behavioral based interview questions created dynamically based on the candidate's match to the job and culture.

**Activate a Free Trial - [www.assess.co.nz/reference-check-trial](http://www.assess.co.nz/reference-check-trial)**